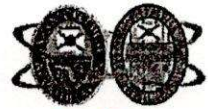


# Santa Rosa County Sheriff's Office



Santa Rosa County Sheriff's Office  
Sheriff Bob Johnson



## CITIZEN COMPLAINT



Please Print

Date and time of this complaint: 09/08/17 Incident #: \_\_\_\_\_

Reference Complaint #: \_\_\_\_\_ Deputy Taking Complaint: \_\_\_\_\_ ID #: \_\_\_\_\_

Complainant: ANN M. RIVK  
First Middle Last

Address: 8483 INDIAN FORD RD MILTON FL 32570  
Street City State Zip Code

Home Phone: NONE Work Phone: 850-595-8845 Cell Phone: 850-281-7411

Date and time incident occurred: 06/21/2016

Location/Address of occurrence: SRSO; 5755 E. MILTON RD, MILTON FL 32583

Employee(s) involved in allegations(s): DEE SUBIDO

Witness: OFFICER TINGLE CRESTVIEW POLICE DEPARTMENT  
Name Street Address City/State Home Phone Work Phone

(List additional witnesses in narrative.)

Nature of Allegation(s): IT HAS COME TO MY ATTENTION THAT ON 06/21/2016, MS SUBIDO SPOKE TO OFFICER TINGLE FROM THE CRESTVIEW POLICE DEPT IN REFERENCE TO A POLICE OFFICER POSITION THAT I APPLIED FOR. ACCORDING TO THE REPORT I RECEIVED FROM THE DEPT, MS SUBIDO STATED SHE WOULD NOT RECOMMEND ME FOR THE POSITION OF A POLICE OFFICER AND THAT I WAS 'NOT CAPABLE OF WORKING IN THE POSITION' AND 'MAY GET HERSELF OR OTHERS HURT.' IT ALSO INDICATED IN THE REPORT THAT AT THE END OF THE CONVERSATION, MS SUBIDO REPEATED HER PERSONAL OPINION BY STRESSING THAT SHE WOULD 'NOT' RECOMMEND ME FOR A POSITION IN LAW ENFORCEMENT. MS SUBIDO IS NOT A CERTIFIED LAW ENFORCEMENT OFFICER AND HAD NEVER WORKED AS A PATROL OFFICER THEREFORE; SHE IS NOT QUALIFIED TO OFFER HER PERSONAL OPINION TO FUTURE EMPLOYERS IN REGARDS TO JOB POSITIONS THAT SHE HAS NO KNOWLEDGE OF. IN ADDITION, SHE HAD VIOLATED THE DEPARTMENT POLICY BY TALKING DIRECTLY TO THE AGENCY INSTEAD OF DIRECTING THEM TO THE HUMAN RESOURCE DEPARTMENT. BECAUSE I HAVE APPLIED TO MANY LAW ENFORCEMENT AGENCIES AS A LAW ENFORCEMENT OFFICER OVER A PERIOD OF TIME, THERE IS NO TELLING HOW MANY AGENCIES MS SUBIDO HAD COME IN CONTACT WITH AND HOW IT AFFECTED MY CHANCES FROM BEING HIRED BY THAT PARTICULAR AGENCY. MISREPRESENTATIONS BY MS SUBIDO CAN HARM MY CAREER IN THE LAW ENFORCEMENT FIELD AS A POLICE OFFICER AND SHOULD BE REMEDIATED AS SOON AS POSSIBLE.

# Santa Rosa County Sheriff's Office

Findings: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Actions Taken: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Final Clearance:

<input type="checkbox"/> Exonerated	Proper conduct, An incident occurred as described, but the member was found not to be negligent or at fault.
<input type="checkbox"/> Sustained	(Improper Conduct): The investigation revealed sufficient facts that the allegation(s) were found to be true.
<input type="checkbox"/> Not Sustained	The investigation discloses insufficient evidence to clearly prove or disprove the allegation.
<input type="checkbox"/> Unfounded	The investigation revealed sufficient facts to indicate that the incident did not occur.
<input type="checkbox"/> Partially Sustained	The incident has two or more allegations, and at least one of the allegations is sustained.
<input type="checkbox"/> Violation not based on original Complaint:	Investigation discloses violation(s) not mentioned in the initial allegation.

Complaint Notification of Findings:

Date: \_\_\_\_\_ By: \_\_\_\_\_

Comments: \_\_\_\_\_

\_\_\_\_\_

☐ Please check here if the complainant refuses to have personal contact by a deputy.

I do hereby affirm that the information provided by me is true and complete to the best of my knowledge and belief. I understand That any false, misleading or untrue statements, accusations of allegations, herein made by me, either orally or in writing, to any person(s) investigating this complaint, may subject me to civil and/or criminal liability under Florida State Statute 837.06, "Whoever knowingly makes false statement in writing with the intent to mislead a public servant in the performance of his official duty shall be guilty of a misdemeanor of the second degree punishable by a definite term of imprisonment not exceeding 60 days and a fine of \$500.00."

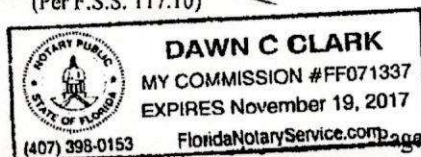
"Any person who is a participant in an internal investigation, including the complainant, the subject of the investigation, the investigator conducting the investigation and any witnesses in the investigation, who willfully disclose any information obtained pursuant to the agency's investigation, including, but not limited to the identity of the deputy under investigation, the nature of the questions asked, information revealed or documents furnished in connection with a confidential internal investigation or any agency before such complaint, document, action or proceeding becomes public record as provided in the section, commits a misdemeanor of the first degree, punishable as provided in F.S.S. 775.082 or F.S.S. 775.083." Florida State Statute 112.533 (Penalty: up to 1 year in jail and/or up to \$1000.00 fine)

I hereby acknowledge that I have read the preceding and understand its provisions.

Signed: \_\_\_\_\_

Sworn to and subscribed before me this 5<sup>th</sup> day of September 2017

Witness: [Signature]  
(Per F.S.S. 117.10)



SRSO 03- 191

(407) 398-0153

FloridaNotaryService.com Page 2 of 2

Revised: 10/04/2007

**Santa Rosa County Sheriff's Office**  
On 06/21/2016 Officer Tingle made contact via phone with Santa Rosa Human Resources to acquire information about Ann's personnel file. Officer Tingle faxed a copy of the Form 58 to their office and requested the files be delivered via the United States Postal Service. This personnel file covered all facets of Mrs. Ruryk employment with the Santa Rosa County Sherriff's office.

On 06/21/2016, Officer Tingle made contact with Dee Subidu, the Dispatch Supervisor with the Santa Rosa County Sheriff's Office. Dee informed him she was the training coordinator during the time of Mrs. Ruryk's employment with this division. Dee stated she worked directly with Mrs. Ruryk. Dee stated she could not provide the exact term of employment for Mrs. Ruryk. Dee stated during her time of employment with this division Mrs. Ruryk was a Dispatcher Trainee. Dee stated Mrs. Ruryk's job performance was not acceptable due to her inability to grasp the concepts of a dispatcher. Dee also stated Mrs. Ruryk did not complete training in this division. Dee stated Mrs. Ruryk did not receive any reprimands, counseling, suspensions, etc. to the best of her knowledge while under supervision. Dee stated Mrs. Ruryk did not receive complaints by other coworkers. Dee stated Mrs. Ruryk did not abuse sick leave. When asked if she knew of anything in Mrs. Ruryk's background that would disqualify or preclude Mrs. Ruryk from employment with this agency, Dee stated Mrs. Ruryk's lacked backbone and relied too heavily on others to do her job. Dee stated Mrs. Ruryk could be trusted with confidential matters. Dee stated she has never seen Mrs. Ruryk use alcohol or tobacco to excess. Dee stated Mrs. Ruryk did not lose her temper easily. Dee stated she has seen Mrs. Ruryk under stressful conditions. Dee stated Mrs. Ruryk could not handle stressful situations and would become absent minded and "locks up under pressure." Dee stated Mrs. Ruryk mixes well with a group and makes friends easily. Dee stated she would not recommend Mrs. Ruryk for the position of Police Officer. Dee elaborated and stated she thinks Mrs. Ruryk would not be capable of working in the position and may get herself or others hurt. Dee again stressed that she would NOT recommend Mrs. Ruryk for a position in law enforcement.